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## Higher Education Committee

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### SSB 5802

**Brief Description:** Requiring pay equity for community and technical college part-time faculty.

**Sponsors:** Senate Committee on Labor, Commerce, Research & Development (originally sponsored by Senators Kohl-Welles, Delvin, Shin, Spanel, Carrell, Fairley, Keiser, Roach, Jacobsen, Poulsen, Kline, Pridemore, McAuliffe, Weinstein, Eide, Berkey, Rasmussen and Rockefeller).

<p style="text-align: center;"><b>Brief Summary of Substitute Bill</b></p> <ul style="list-style-type: none"><li>• Establishes a goal of the Legislature to provide sufficient funding in the next three biennia, within available funds, to pay part-time community and technical college faculty on a pro rata basis compared to full-time faculty.</li></ul>
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**Hearing Date:** 3/29/05

**Staff:** Barbara McLain (786-7383).

**Background:**

In 1996, the Legislature directed the State Board for Community and Technical Colleges (SBCTC) to develop a 10-year plan and submit recommendations to address pay disparity among full and part-time college faculty. The SBCTC convened a Best Practices Task Force which submitted a report in the Fall of 1996.

Among the topics discussed in the report was whether part-time faculty should be paid on a "pro rata" basis or a "parity" basis compared to full-time faculty. Pro rata assumes that part-time faculty have proportionally the same teaching, counseling, and administrative workloads as full-time faculty. A pro rata pay schedule would pay a half-time faculty at 50 percent of full-time. Parity pay assumes that part-time faculty do not always have the same non-teaching duties as full-time faculty, and could therefore be paid on a lower salary schedule.

The report recommended a combination of the two approaches, to be implemented over the ensuing 10-year period. At that time, the estimated cost to implement pay equity over the 10-year period was \$15.8 million for each biennium. The Legislature has since provided additional funding to address part-time faculty pay, but these amounts have not equaled the requests by the SBCTC.

**Summary of Bill:**

It is the goal of the Legislature to provide sufficient funding in the 2005-2007, 2007-2009, and 2009-2011 biennia, within available funds, for community and technical colleges to implement and maintain pro rata pay for part-time college faculty.

**Appropriation:** None.

**Fiscal Note:** Requested on March 23, 2005.

**Effective Date:** The bill takes effect 90 days after adjournment of session in which bill is passed.